

Leading the Way: Executive Talent Acquisition Trends & Insights

For Investors & PE-Backed Business Leaders



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Featured Insights

Top 5 Talent Trends in Private Equity for 2025

Amid market fluctuations, we are maintaining a balanced perspective on transactions and fundraising for 2025. In an uncertain market, investors seeking to optimize growth must remain focused on talent. As we look ahead to the remainder of the year, we predict the war for talent will only continue to evolve at high velocity.

One constant remains: Having the right leaders is the critical differentiator for achieving maximum value creation. In this article, we identify the top 5 emerging talent trends we anticipate will be most influential in 2025.

[Read the insights](#) 

How Founder-Led Companies Can Get Succession Right the First Time

How do you replace a visionary? That's the question when hiring a successor to the CEO of a founder-led company. Stepping into the role held by a leader whose passion and vision turned an idea into a multimillion-dollar business presents unique challenges. Founder-led companies typically have a deeply embedded organizational culture that's been integral to their success, enabling them to thrive and scale in a competitive market.

Organizations can avoid an expensive mistake by taking the time to hire the right CEO the first time and by doing the prep work that enables the new leader to be effective beginning on day one.

[Read the insights](#) 

Featured Insights

How to Best Support the Critical CFO Role in Private Equity

JM Search hosted an interactive webinar, *The Complete Guide to Supporting CFOs*, where we spoke to a panel of private equity experts on best practices, strategic insights, and common challenges organizations face when assessing and developing CFOs, from recruitment to retention and value creation.

This article addresses questions from webinar participants, including how CFOs can expand their roles, assess candidates for CEO-CFO collaboration, handle CEO interference with the Board, onboarding timelines, and hiring CFOs without industry experience.

Read the insights



IPO & M&A Readiness

How PE Firms Can Build Resilient Boards

The last 12+ months have been particularly challenging for private equity. Deal value was down 37% in 2023 and exit value dropped by almost half in that time, all while fundraising continued to decline year-over-year across the industry. While the situation has begun to improve in 2024, private equity continues to sit on more than \$3.2 trillion in unsold portfolio assets as a result of this slowdown, making it difficult for funds to generate liquidity and return capital to investors.

Read the insights



Featured Insights

3 Types of GTM Leaders That Will Unleash Growth for Investor-Backed Consumer Businesses

Following two years of challenging market conditions, forecasters are anticipating that 2025 will bring a rise in deal making—which, in turn, is boosting demand for chief revenue officers and chief sales officers in PE-backed consumer goods businesses.

Organizations are seeking go-to-market leaders who can deliver, whether that means landing new accounts, launching products, expanding into additional channels, or bringing a more sophisticated approach to the sales strategy.

So, what makes a great go-to-market leader in a consumer goods organization?

[Read the insights](#)



Why Are Good Executives Quitting?

At many companies, a successful CEO or other C-level hire can make or break the entire organization. The decisions that person makes and the direction they set for the company are often the difference between short-term struggles and long-term success, and board directors and private equity investors know it.

Typically, candidates with C-suite titles already on their resume are preferred over those stepping up from lower positions, with the thought that someone who has done this exact job for a similar company will be better equipped to handle the responsibilities going forward. On paper, it's a way to mitigate risk when hiring a critical new executive.

But reality often doesn't work out that way.

[Read the insights](#)



Featured Insights

PE Insights: The Role of the Talent Partner

Learnings from an Experienced Multi-time PE Talent Partner

As leaders in executive search, we at JM Search interact heavily with the human capital leaders of our private equity clients.

We sat down with Alice Mann, Founder of *MannPartners*, to gain her perspective on what factors are shaping the role of Private Equity Talent Partners. She has spent more than 25 years advising senior executives on building leadership teams, developing talent strategies, and designing organizations to achieve strategic priorities.

Read the insights 

5 Essential Strategies for Supporting CFOs

From Recruitment to Achieving Growth Milestones

In private equity-backed companies, CFOs are more than financial experts—they're strategic partners integral to value creation. From recruitment to onboarding and beyond, ensuring that your CFO is set up for long-term success is key.

JM Search hosted an interactive webinar on this very topic, where we spoke to a panel of industry experts about the critical role CFOs play in private equity-backed businesses.

Read the insights 

Connect with Our Experts



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- ▶ ***IPO & M&A Readiness: How PE Firms Can Build Resilient Boards for the Future***



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Brian is a Partner and Co-Practice Leader at JM Search. Brian is focused on partnering with private equity groups and their portfolio companies to build senior leadership teams. Having dedicated his career to private equity as both an investment professional and consultant to private equity portfolio companies, Brian understands the challenges faced by PE-backed businesses and the types of executives who create value in these organizations.

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- ▶ ***How to Best Support the Critical CFO Role in Private Equity***
- ▶ ***5 Essential Strategies for Supporting CFOs***

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Featured Insights

- ▶ ***Top 5 Talent Trends in Private Equity for 2025***
- ▶ ***Why Are Good Executives Quitting?***



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Andrew Henry is a Managing Partner at JM Search and Co-Leader of the Firm's Healthcare & Life Sciences Practice. He brings over 20 years of executive search experience working across a diverse array of sectors within the healthcare industry. Andrew has built his career supporting clients ranging from private equity and growth equity firms and their portfolio companies to Fortune 100 companies - collaborating to build differentiated leadership teams which drive value creation for shareholders.

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▶ ***How Founder-Led Companies Can Get Succession Right the First Time***

▶ ***3 Types of GTM Leaders That Will Unleash Growth for Investor-Backed Consumer Businesses***



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Featured Insights

▶ ***3 Types of GTM Leaders That Will Unleash Growth for Investor-Backed Consumer Businesses***

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Featured Insights

- ▶ ***How Founder-Led Companies Can Get Succession Right the First Time***



About JM Search

One firm, focused on you.®

JM Search is the leading retained executive search firm for private equity, and other growth-oriented private and public organizations.

With over 40 years of experience, our partners are immersed in your search every step of the way, supported by a passionate, cohesive team of recruiting experts. With deep sector and functional-specific expertise, our partners have built expansive professional networks from decades of firsthand experience to ensure the best possible outcomes for our clients and their businesses.

40+

years recruiting
C-suite executives
& building
leadership teams

80%+

of clients are
PE firms &
their portfolio
companies

85%

of clients hire
us for multiple
searches

95%

placement
retention rate

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